

Bradley R Naeth, MBA, CET, PMP, PLD

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Operations Executive

Vision + Performance + Operational Efficiency

- 20 years of experience, with 15+ years in an Operations Management / Senior Leadership / Executive role.
- Experienced in developing and maintaining strategic plans on an individual and collaborative level. Including growth plans, market breakthrough initiatives and innovation opportunities.
- P&L Ownership Experience, up to \$120M annually, 1500 employees: Reclamation, Remediation, Hazmat, Risk Assessment, Vegetation Management, Environmental Consulting, Decommissioning, Mechanical, Electrical, Instrumentation, Pipeline, Fluid Transport, Chemical Cleaning, Turnarounds, Maintenance, Fabrication, Tubular, Abrasion & Corrosion Products, Manufacturing, Custom Electrical Design, and specialty welding. All self-perform service, products, and consulting businesses.
- Loyal, dedicated, and hardworking individual. Proven by years of tenure, track record and reputation.
- Effective in utilizing personal relation skills to strengthen and maintain client relationships. Internal and External.
- Experienced in evaluating and improving business operating efficiencies, proven by planning and leading major restructuring initiatives. Including ERP, Business Solutions, and Business process.
- Target and support M&A opportunities / initiatives, including coordination of full cycle integration activities.
- Experienced in brand development, product R&D, and full cycle marketing initiatives.
- Versatile, open-minded team player, working together with the executive team to create a positive and successful environment.
- Particularly skilled in building and developing high performance teams. Maintaining an invaluable stream of upcoming talent to support in the company's succession planning.

PROFESSIONAL LEADERSHIP EXPERIENCE

Ecosis Ltd.

- **VICE PRESIDENT**
Calgary Ab., May 2025 to Current

Sabre Ltd. – Multiple Progressive Roles

- **VICE PRESIDENT, Integration**
Calgary Ab., Dec 2024 to Feb 2025
- **DIRECTOR, Electrical Integration**
Calgary Ab., April 2024 to Dec 2024

FLINT CORP. – Multiple Progressive Roles

May 2005 to Nov 2023 (Includes all legacy companies and surviving acquisitions)

- **VICE PRESIDENT, Wear & Environmental Services,**
Flint Corp., Calgary Ab., Jan 2023 to Nov 2023
- **VICE PRESIDENT, Wear Technology Overlay,**
ClearStream Energy Services, Calgary Ab., Oct 2019 to Jan 2023
- **DIRECTOR OF INTEGRATION,**
ClearStream Energy Services, Calgary Ab., June 2019 to Oct 2019
- **GENERAL MANAGER –PRODUCTION SERVICES,**
AECOM O&G, Calgary Ab., Jan 2018 to June 2019
- **GENERAL MANAGER –INDUSTRIAL SERVICES,**
AECOM O&G, Calgary Ab., May 2017 to June 2018

- **AREA MANAGER – CENTRAL AREA,**
AECOM O&G, Calgary Ab., October 2014 to May 2017(acquired URS)
- **SENIOR OPS / DISTRICT MANAGER,**
URS O&G, Calgary Ab., February 2012 to October 2014 (acquired Flint Energy Services)
- **OPERATIONS / PROJECT MANAGER,**
Flint Energy Services Ltd., Lloydminster Ab., October 2006 to February 2012
- **MANAGEMENT TRAINEE,**
Flint Energy Services Ltd., Lloydminster Ab., May 2005 to October 2006

EDUCATIONAL BACKGROUND:

- Mechanical Engineering Technologist – Diploma, Northern Alberta Institute of Technologies, Edmonton Ab.
- Graduate Certificate in Project Management – University of Alberta, Edmonton, Ab
 - Completed May 2011
- Program For Leadership Development – Harvard Business School, Cambridge MA
 - Completed June 2013
- Global Executive MBA – Rotman Business School – University of Toronto
 - Completed March 2020, Deans List, Bregman Scholar
- Mergers and Acquisitions – Columbia Business School - 2023
- Over 100+ courses taken in Leadership, Business Management, EHS, and Business Development

CERTIFICATIONS / ACHIEVEMENTS / VOLUNTEER HISTORY:

- Six Sigma Green Belt Certification
- Harvard Business School, Alumni status
- Northern Alberta Institute of Technologies, Alumni status
- Rotman Business School, Alumni Status
- Certified Engineering Technologist (C.E.T)
 - ASET Member (The Association of Science and Engineering Technology Professionals of Alberta)
- Project Management Professional (PMP), Member of PMI (Project Management Institute) - SAC
- Committee Chair of the AECOM O&G Management Trainee Program
 - Structured program grooming the future leaders of our company
- Committee Chair of the Flint Corp Management Trainee Program
- 2015 AECOM Global Leadership Conference 50 – Hi Potential Nominee
 - Identified as 1 of the top 50 Hi potential Leaders amongst 90,000 employees globally
- 2016 AECOM Construction Services – High Potential Program Participant
- 2014 AECOM Award of Excellence, Presidents Award, & Project of the Year Award - URS Pyramid Awards
 - NOVA R3 Revamp Project, Business Development
- Faculty Student President, Northern Alberta Institute of Technologies, 2004 – 2005
- Previously - Member of YPAC (Young Pipeliners Association of Canada)
- Previously - Member of YPE (Young Professionals in Energy)
- Member of CEEA (Canadian Energy Executives Association)
- Director, AECOM Production Services Ltd., company officer.
- Director, Flint Corp, Flint Wear Technologies, & Flint Energy Services, company officer.
- Participate in community volunteer events including homeless shelters, food banks, and underprivileged family support programs.
- Volunteer in community hockey in a coaching capacity with two teams.
- Director – North Springbank Water Co-op – Vice President of Operations – Volunteer – Board Member

OTHER REFERENCES:



<https://www.linkedin.com/in/brad-naeth-operations-executive-leader/>

ATTACHMENT 1: NOTEABLE ACCOMPLISHMENTS

- 2025
 - Completed Full Business Analysis and 1st Business Operations Plan.
 - Design of Organizational Architecture and Process.
 - Developed & Implemented Full Cycle Marketing Plan.
 - Sourced, Solicited and Secured Key Industry Partnerships.
 - Increased Opportunity Pipeline by 300%.
 - Designed and Implemented 5 Year Strategic Growth Plan.
- 2024
 - Increased YOY contracted backlog from \$22M to \$45M
 - ↑FY2025 Revenue at \$45M to forecast of \$80M FY2026
 - Grew design capacity by 300%, transitioned from 2D to 3D design
 - Completed a full divisional re-org, streamlining overall operations.
 - Increased shop capacity by over 300%, resources and space.
- 2023
 - Completed a full-scale restructuring and architectural organization of the Flint Environmental Services Division.
 - Instituted a District level P&L, by province, along with leaders and support staff.
 - Grew the consulting business from 75 to over 105 employees in < 1 year.
 - Added three new service lines: Hazmat, Downstream Remediation, and Erosion and Soil Control.
 - Pursued, negotiated, and secured the single largest downstream remediation Enviro contract to date, > \$15M total. Built an entirely new technical team to service this type of specialty work, from 2 employees to 15.
 - Developed a comprehensive 1-, 3-, & 5-year strategic growth plan.
- 2022:
 - Created and Launched AssetArmor™ Product line. (www.AssetArmor.ca)
 - Common brand platform for two legacy companies to integrate into one delivery model.
 - Led the application process for Trademark in both US and CAD jurisdictions.
 - Transitioned from a standard product provider to a differentiated solutions provider, while strengthening our value proposition and reputation.
 - Added 3 new products / service lines.
 - Includes the development and commercialization of multiple new products and services.
 - Successfully transitioned large portions of legacy business / products into newly designed products that not only allowed for continuing compliance to industry specifications, but also to maintain and grow our leading market share.
- 2019 – 2022:
 - As Vice President - WTO, effectively supported the restructuring of the Wear Technologies Division, in order to navigate the economic impacts of the Covid pandemic and reduced product demand.

- Amalgamated three of our production facilities into one major supercenter.
- Created a Research and Development committee and implemented a sequence of action items to change our focus to product improvements and additions.
- Re-designed our core product, and successfully obtained technical approval from all major clients. By the end of 2022, almost 90% of our business will have transitioned to new product revenue.
- Hired the companies first Research and Innovations Manager, and formally set in place our R&D budgets and plan
- Maintained 45% market share for Wear Tech
- Improved efficiencies, which offset our pricing reductions to reduce the impact on profitability of the business.
- Doubled our manufacturing capacity of our overlay wire, at our wire manufacturing facility in Lloydminster, Ab.
- Successfully negotiated and retained two major MSA contracts for primary supply of Weld Overlay products and services. Grew overall client base by successfully meeting difficult technical specifications with our new product. \$35M annually.
- Achieved 3 years (1Million + Manhours) Injury free.
- **2018-2019:**
 - As part of the “Management Team”, participated in and supported the positioning and successful sale of the AECOM Production Services business.
 - Post sale to ClearStream, successfully led the integration team responsible for transitioning two acquisitions into the existing ClearStream operations, as Director of Integration.
 - 1) **AECOM Production Services**
 - AECOM Production Services was a significant acquisition that complemented the ClearStream Energy Services division very well, but operated in significantly different ways.
 - This complex project required evaluating both entities and taking the “best of both” approach to create the newly combined business unit.
 - It was critical that we expeditiously integrate the new entity to ensure continuous operations, but we also needed to create a new standardization of business process across the entire organization.
 - Quick Stats:
 - 13 District offices, 5 Overlay facilities and 2 main offices.
 - 3300 salary and hourly employees.
 - 300 + contracts and PO’s.
 - 28 + services offerings.
 - Fleet of 450 light duty/heavy duty trucks.
 - 140 pieces of equipment.
 - 2) **Universal Weld Overlays (UWO)**
 - This acquisition was complementary to the existing ClearStream Wear Technologies Business Unit. Both businesses provide specialty Weld Overlay products and services to multiple end markets.
 - UWO, however, specialized more in corrosion resistant alloys, and had a client base equally spread across Canada and the US.
 - Key focus for this integration effort was transforming the Safety and Quality management systems to be in alignment with the greater ClearStream organization, key support functions such as payroll and finance, and to leverage back-office support and systems for greater business efficiencies.
 - This acquisition also significantly broadens access to the market, with international exposure under the well-recognized UWO brand.
 - Quick Stats:
 - 50 Employees
 - 100+ clients
 - ~\$12M Annual Revenue
 - 20,000 SqFt Fabrication facility and assets

- **2017 – 2018:**
 - Successfully supported the sale and exit of this entity Assigned to re-invigorate the Industrial Services business, with AECOM, as General Manager – Industrial Services. Business goal was to improve the performance of the entity for potential marketing and disposition of the business.
 - AECOM Industrial Services was strategically located to support regional work, safely delivering industrial cleaning, maintenance fluid support services and fluid hauling.
 - Increased annual revenues 20% YOY.
 - Increased fleet utilization from <75% to >90% over a 1.5-year span.
 - Commission multiple assets that were sidelined and increased all existing Asset chargeable hours, under a limited and strict capital budget.
 - Negotiated and secured multiple MSA contracts to ensure a strong backlog of booked business for acquiring organization.
 - and employees.
- **2012 – 2017:**
 - Transferred from Lloydminster to Calgary, with the mandate to restructure and grow the South Region of Mechanical Services for Flint / URS operations.
 - Led several operations re-organizations, shutdowns and consolidations while diversifying the client base to create a new business foundation set for growth and opportunity.
 - Responsibility was increased to an Area Manager Level, including Red Deer and additional service lines (Electrical, Tubular)
- **Other Notable Achievements:**
 - Restructuring and growth of Lloydminster Mechanical office from \$6M annually to over \$15M in a two-year period. 2007-2008.
 - Transitioned the Calgary / Olds / Strathmore business from 95% of revenue with 1 client, to less than 50%, while growing overall revenues by \$10M annually with the current and new client base.
 - Led multiple operations teams through ERP transitions. 4 in total.
 - Consistent trend of reducing TRIF in all operations of influence, including achieving 0 TRIF on multiple occasions.
 - Implemented ISO systems and achieved certification for Laboratory Services.